2011 CITY OF SAN JOSE – OE#3 NEGOTIATIONS

CITY PROPOSAL – SALARY STEP STRUCTURE

Proposed Language:

5.1.4 <u>Salary Steps.</u> Effective July 1, 2011, the salary steps for all classifications represented by OE#3 will change from approximately 5% between each step to approximately 2.5%. This will result in an increase in the number of steps in the pay range.